

## **Conceptual Framework Mapping: Working Document: MDARD**

Title: A framework for the analysis of food and agriculture workforce capacity building in Michigan

Goal: Report the nature of industrial food and agriculture workforce capacity building in Michigan

Objective: Systematically observe the nature of industrial food and agriculture workforce capacity building in Michigan

Output: White Paper

### **Method**

Qualitative (Literature review and analysis, Interviews)

Participant selection: Purposive

**Main Question:** What is the nature of the participant's involvement with industrial food and agriculture workforce capacity building?

### **Interview Protocol:**

- Introduce yourself and project
- Thank the participant(s)
- Reaffirm confidentiality with participant(s)
- Define key terms/(working definitions)
  - Food industry: Commercial system for producing, processing, manufacturing, storing and distributing food, fiber, biofuel, medicinals and other products necessary to sustain human, plant, and animal life.
  - Agriculture: An integrated system of plant and animal production practices (USDA, 2014).
  - Workforce: Pool of employed or unemployed people in a specified firm, industry or region.
  - Labor force: Pool of people available for employment.
  - Workforce development: An economic development based approach to increasing human capital (competencies, knowledge, skills, abilities etc.) to perform labor.

### **Sub-Questions for persons representing an organization(s):**

1. Tell me about your organization/company/business.
  - a. Probe
  - b. Touch Points
2. Does your organization have specific responsibilities related to the food and agriculture industry?
  - a. Probe
  - b. Touch Points
3. Does your organization have direct involvement in food and agriculture workforce development?
  - a. What do you think are the barriers to your organization addressing workforce issues?
  - b. Probe
  - c. Touch Points
4. Are there food and agriculture industry workforce development issues not being addressed that you think should be addressed by other organizations?
  - a. What do you think are the barriers to these organizations addressing workforce issues?
  - b. Probe
  - c. Touch Points
5. Are there other organizations or people I should contact to learn more about this?

**Key Note: Questions and/or methodology for people (workforce and labor force) to be created?**

Workforce Labor Force: Worker: Looking for worker intentionality and workforce system component access, availability, and utility

Confidentiality

Approach: Survey and/or Face-to-Face questions:

- Tell me about your current job.
- How did you find out about the job opportunity?
- Tell me about the application process.
- Were you prepared for the job?
- Is the job what you thought it would be?
- Did [Area] play a role in preparing you for your job?
- Did [Touch Points] play a role in preparing you for your job?
- Do you receive the training you need to do your job?
- Is there a career path for you?
- Ask specific follow-up questions.
- Conclude interview and thank the participant.

Thanks!

